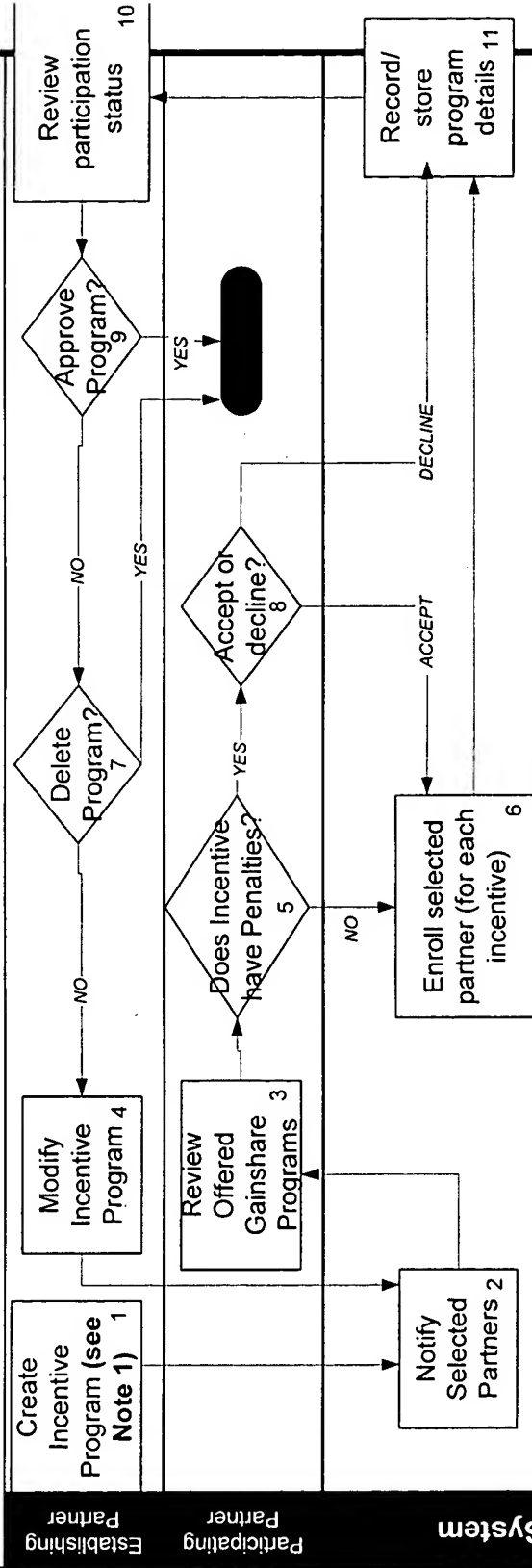


Figure 1

Create/Modify Gainshare Incentive Programs

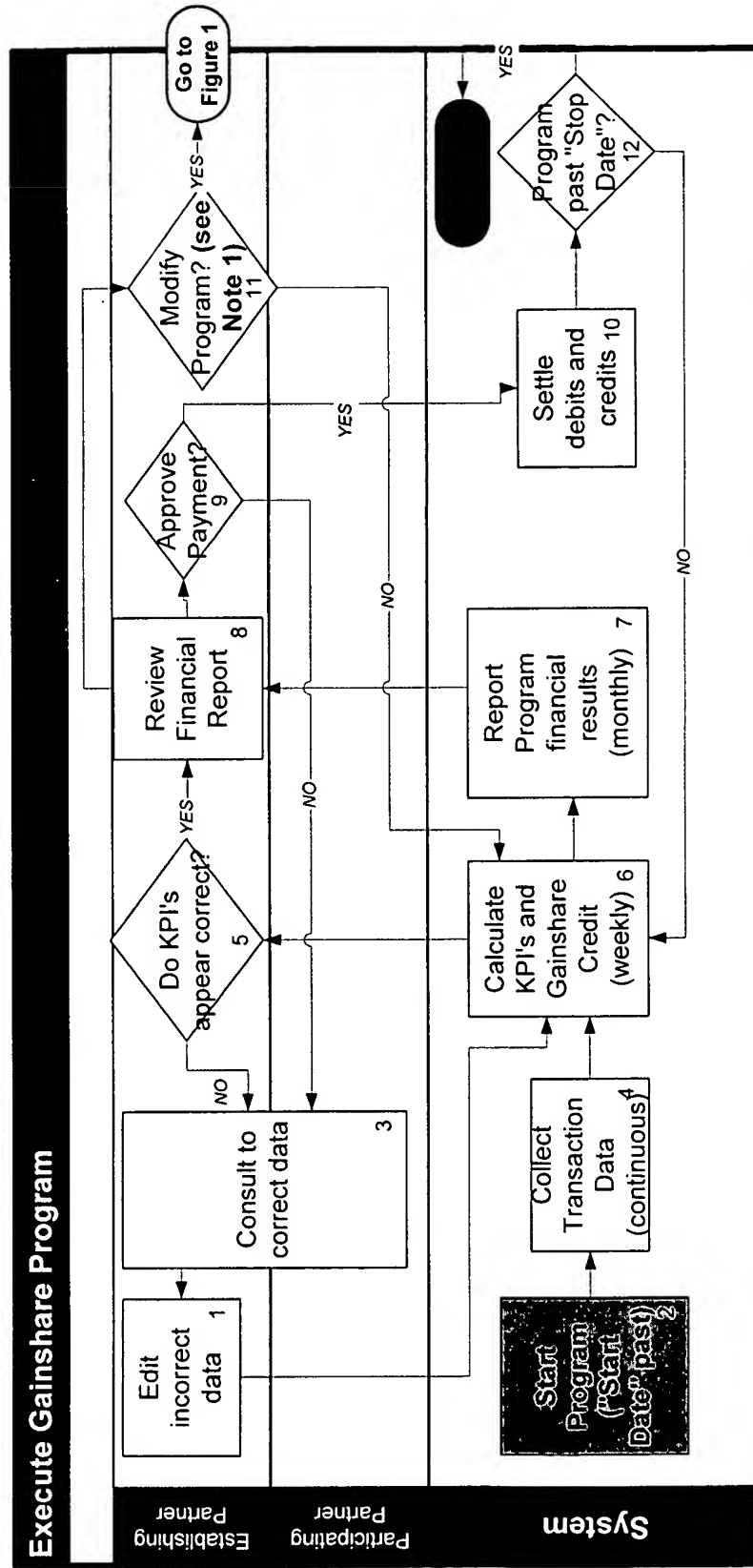


Note 1

Establishing Partner must specify/select:

- 1) invited Partners, 2) Key Performance Indicators, 3) Minimum required performance level, 4) financial reward (consequence), 5) indicator measurement period, and 6) program duration period (start and end dates).

Figure 2



Note 1:
Establishing partner may ONLY increase reward or reduce minimum required performance level.